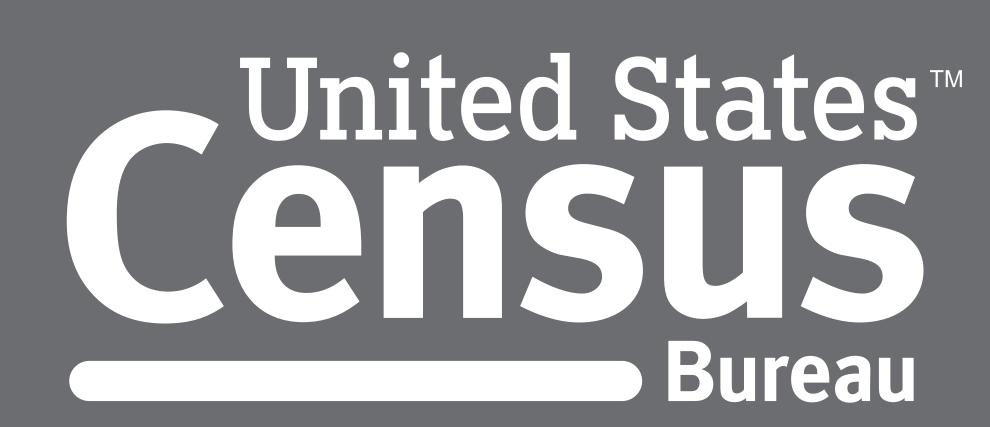
Using the EEO Tabulation to Examine 21st Century Workforce Diversity

Jennifer Cheeseman Day, Liana Christin Landivar, Melissa C. Chiu, Ana J. Montalvo | Social, Economic, and Housing Statistics Division | U.S. Census Bureau | Department of Commerce



What is the Equal Employment **Opportunity Tabulation?**

- The source for detailed occupational statistics by race, ethnicity, and sex for local areas.
- · Allows us to examine the diversity of the labor force aged 16 and older.
- educational attainment
- Data available for worksite, residence, and
- Geography: nation, states, metro/micro areas, counties, EEO county sets, and places.

5 Decades of Equal Employment Opportunity Tabulations



Characteristics From the EEO File for the United States



Used to monitor and enforce civil rights laws

Employers and federal agencies that monitor employment practices use the EEO Tabulation to measure compliance with civil rights laws.

- Title VII of the Civil Rights Act of 1964 (Title VII) Age Discrimination in Employment Act (ADEA)
- Equal Pay Act of 1963 (EPA) Rehabilitation Act of 1973

Sponsoring Agencies

Equal Employment
Opportunity Commission

Equal Employment
Opportunity

Opportunity

Opportunity



Department of Justice (DOJ)

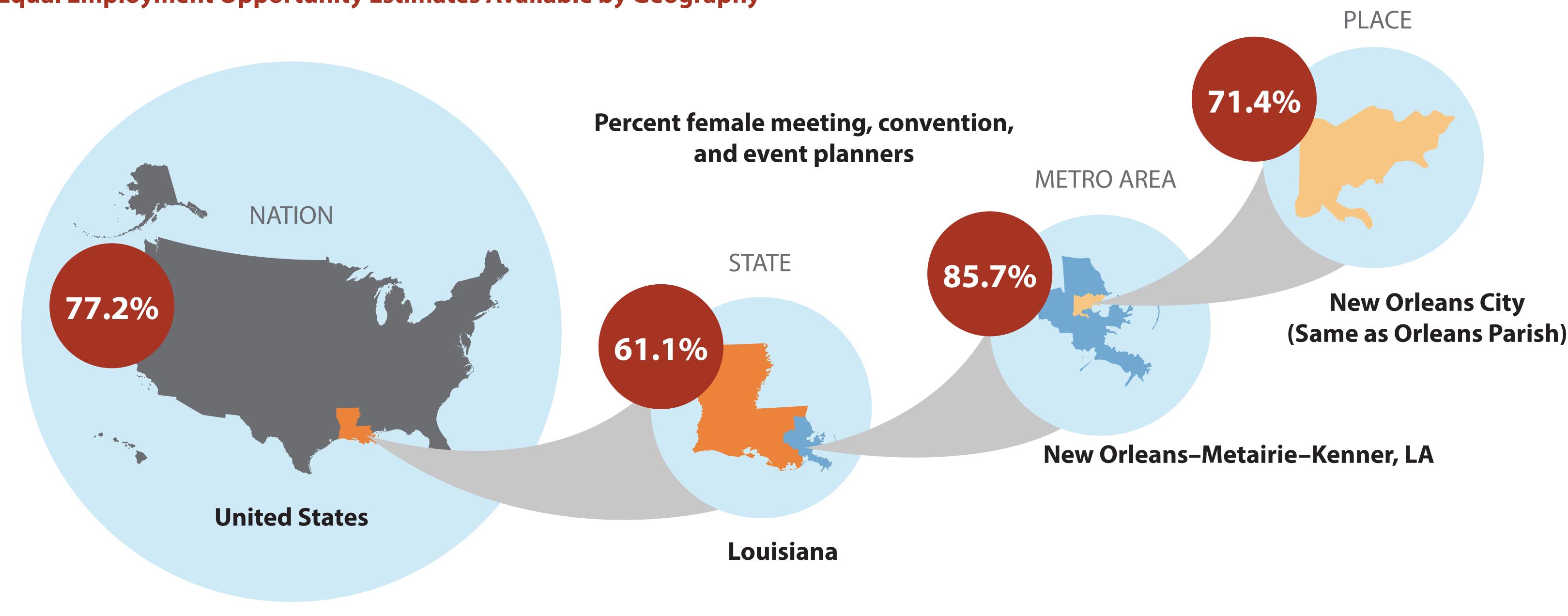


of the Civil Rights Division





Equal Employment Opportunity Estimates Available by Geography



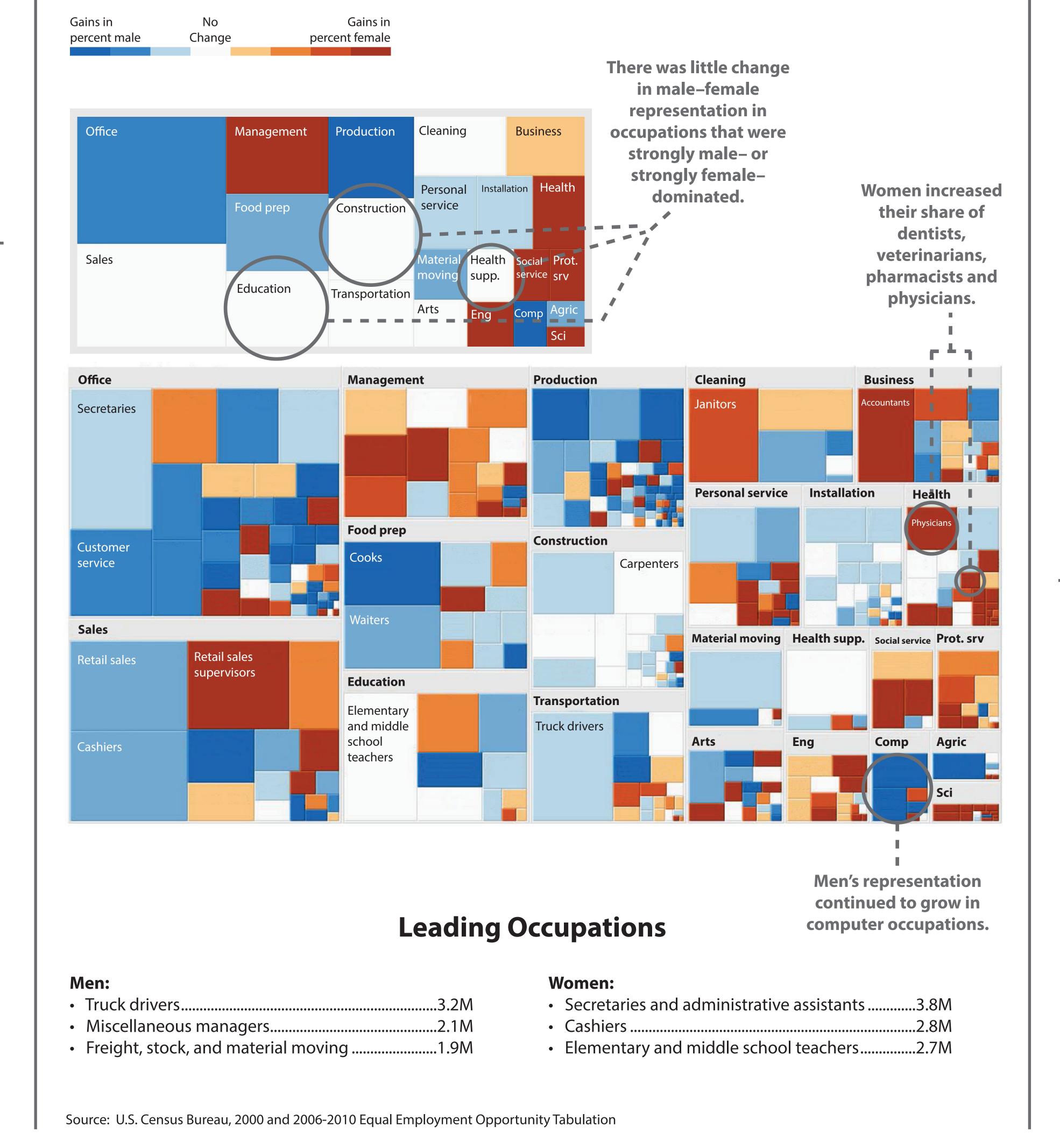
- The EEO Tabulation provides labor force estimates by race, ethnicity, and sex for 488 occupations and nearly 6,500 geographic entities.
- Available geographies include: nation, states, metro/micro areas, counties, EEO county sets, and places.

Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation

Shifting occupational shares by sex: 2000 to 2006-2010

For each occupation group, the change in representation is shown by color and intensity. The deeper the color, the larger the shift.

Deeper blue shades indicate gains in percent male. Deeper orange shades indicate gains in percent female.



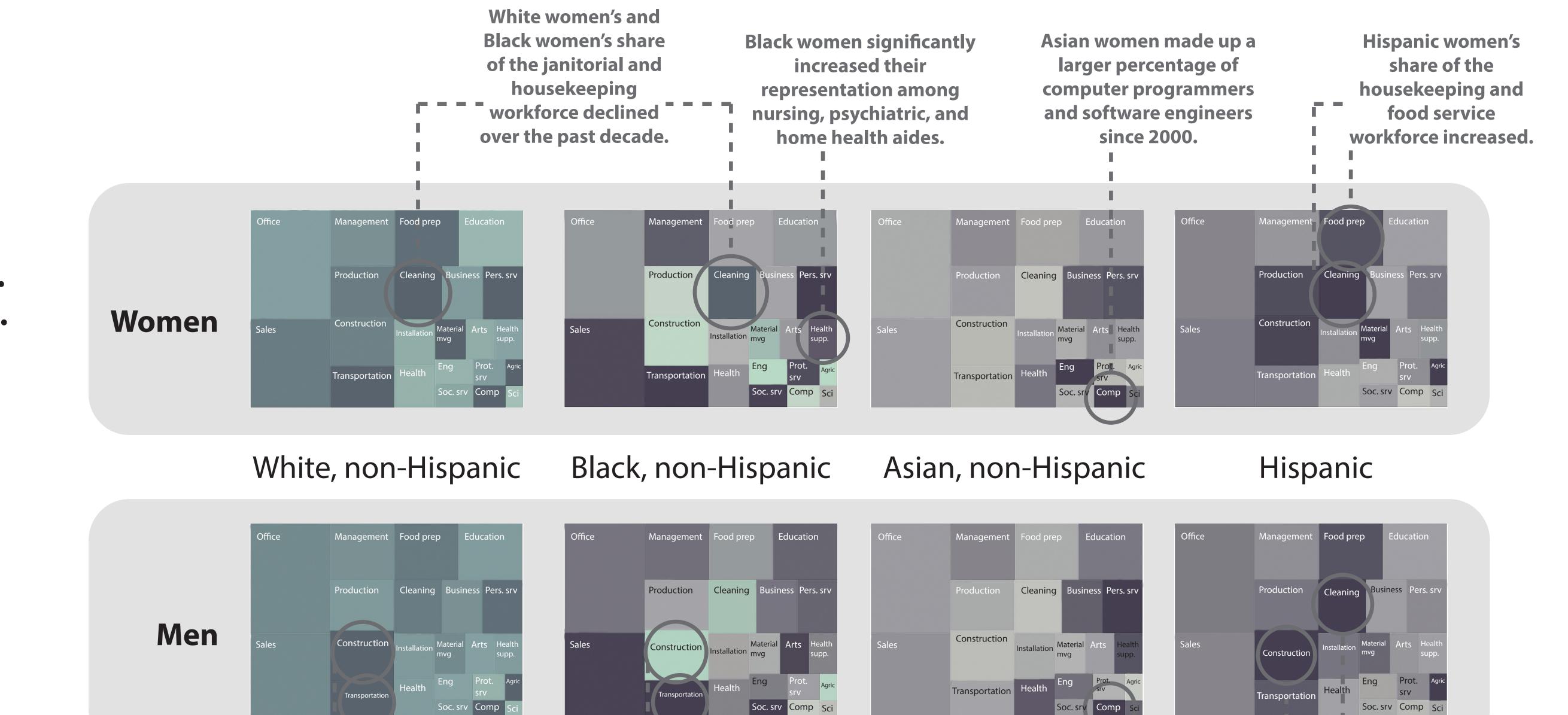
Shifting occupational shares by race, ethnicity, and sex: 2000 to 2006-2010

For each occupation group, the change in representation by race, ethnicity, and sex is shown by color and intensity. The deeper the color, the larger the shift.

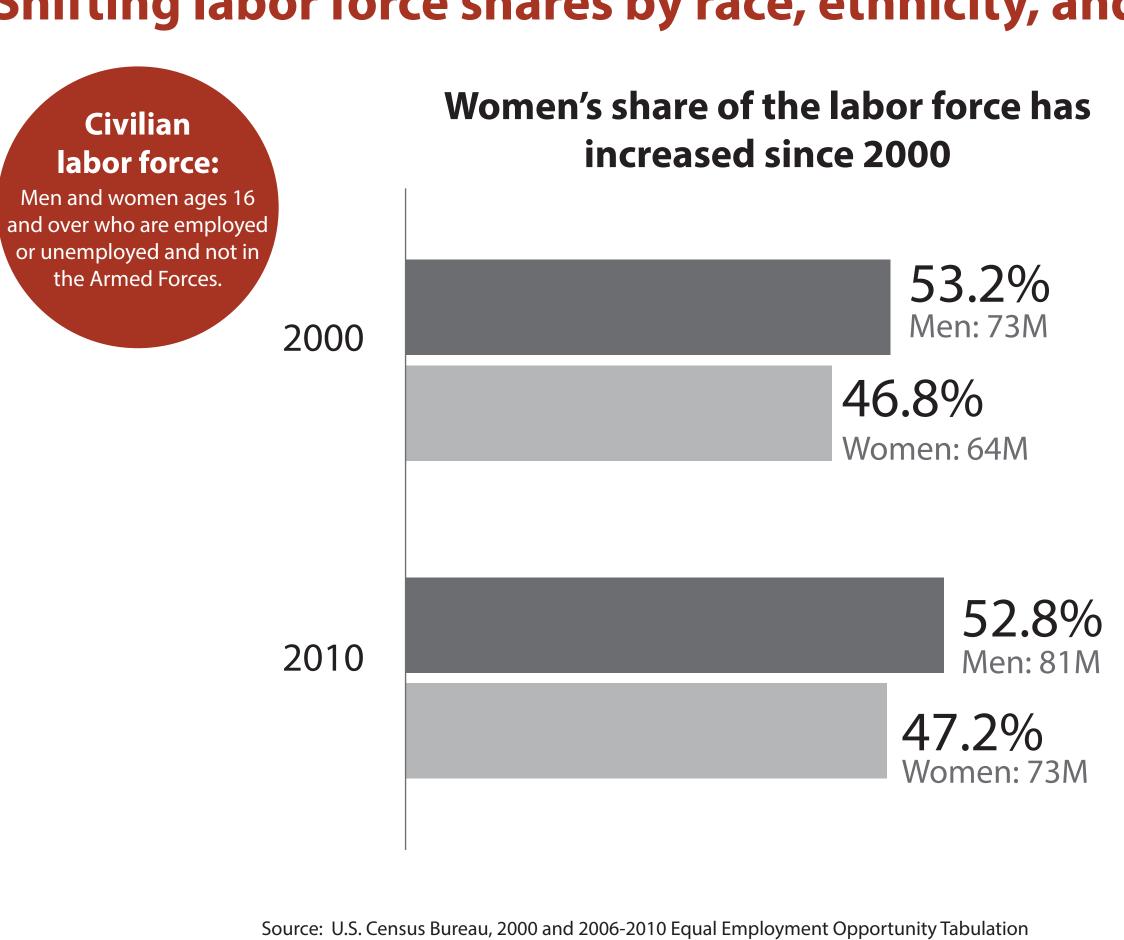
en shades indicate losses for that group. Deeper purple shades indicate gains for that group.

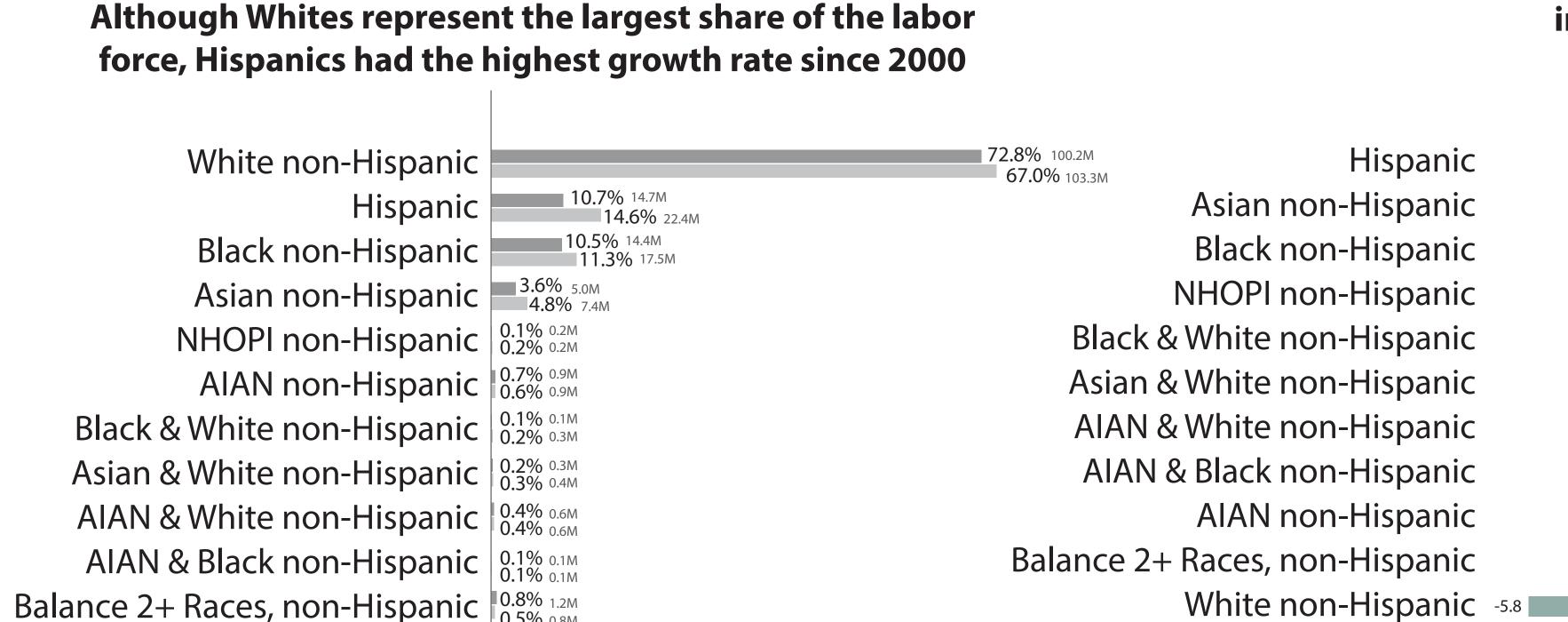


Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation



Shifting labor force shares by race, ethnicity, and sex: 2000 to 2006-2010

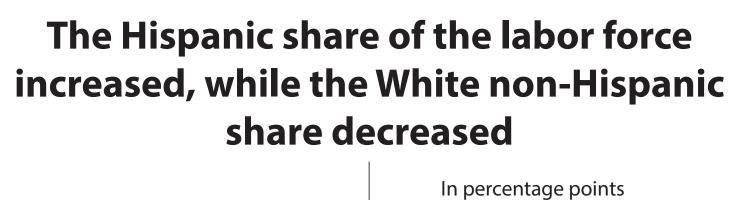




2000

2010

Source: U.S. Census Bureau, 2000 and 2006-2010 Equal Employment Opportunity Tabulation



in low-income occupations

including construction and

janitorial occupations.

